

In the Matter of Arbitration Between:

INLAND STEEL COMPANY
- and the -
UNITED STEELWORKERS OF AMERICA,
Local Union No. 1010

ARBITRATION AWARD NO. 441
Grievance No. 23-F-60
Appeal No. 326

PETER M. KELLIHER
Impartial Arbitrator

APPEARANCES:

For the Company:

W. A. Dillon, Assistant Superintendent, Labor Relations
Department
E. Huttie, General Foreman, Shipping and Finishing Division,
No. 3 Cold Strip Department
R. Brozovich, Job Analyst, Wage and Salary Administration
Department
J. L. Federoff, Divisional Supervisor, Labor Relations
Department
R. J. Stanton, Assistant Superintendent, Labor Relations
Department
H. S. Onoda, Representative, Labor Relations Department

For the Union:

Cecil Clifton, International Representative
James Tharp, Griever
Claude Eaton, Witness
Al Garza, Secretary, Grievance Committee

STATEMENT

Pursuant to notice, a hearing was held in Gary, Indiana, on
August 15, 1961.

THE ISSUE

The grievance reads:

"The aggrieved employees, Finishing Hookers, Index
No. 87-0498, allege that their description and classi-
fication is improperly described and classified under

the procedures of the aforesaid Wage Rate Inequity Agreement.

Aggrieved request that the Company conform to the provisions of the Wage Rate Inequity Agreement and issue a revised description and higher classification."

DISCUSSION AND DECISION

The only two factors that are properly before this Arbitrator are the factors relating to Responsibility for Maintenance of Operating Pace and Responsibility for Material Cost Control. The evidence does not show that the Union specifically objected to the coding for the factor of Physical Exertion during the Grievance Procedure. In any event, at the time of the hearing, no specific evidence was presented as to the question of the level or the degree requested. This Arbitrator believes that it is to the best interest of the Parties in order to avoid extended arbitration hearings and unnecessary preparation of evidence that the specific factors alleged to be improperly coded be presented during the Grievance Procedure.

It is the Union's claim that the Finishing Hooker (Index 87-0498) in the No. 3 Cold Strip Mill should be in Job Class 5 because the Crane Hooker (Index No. 77-1305) in the No. 1 and No. 2 Cold Strip Mill is in Job Class 5. The evidence indicates that the Crane Hooker in the No. 1 and No. 2 Cold Strip Mill did originally supply sheets to and from the four Sheet Temper Mills.

In October of 1958, the job of Finishing Stocker (Index No. 87-0495) in the No. 3 Cold Strip Mill was described, classified, and installed. The job description would indicate that he did perform work with reference to "both sheets and coils" and that he was required to maintain proper sequence at Finishing End Units. When it developed that the Stocker was not able to handle the quantity of production, the Company, in March of 1959, described and classified the job of Finishing Hooker. The evidence clearly is that prior to March of 1959, however, the Finishing Stocker made the same moves, serviced the same units and handled the same material that is now the responsibility of the Finishing Hooker. The job of Finishing Hooker was evaluated on the basis of the expected production and not the actual production during the experimental period as is customary in order to avoid two evaluations. The Union did accept as correct the description and the coding for the Finishing Stocker for these two factors here in dispute.

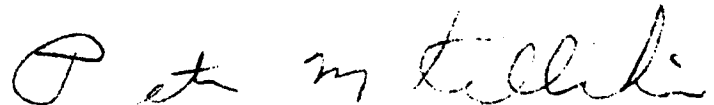
With reference to the Union's request for the Level 3 for the factor of Material, the Arbitrator must note that the definition and

instruction under this factor requires consideration in determining the level "of possible damage per turn due to failure by the worker to fulfill his responsibility" and to the "total amount of material handled per turn". It is not, therefore, possible to consider simply a comparison of the cost to degrade a lift of material. Taking into account that the Finishing Stocker and the Finishing Hooker both work in the No. 3 Cold Strip area and the history relative to performance of this identical work, the Finishing Stocker classification must be considered as the most comparable job. Relative to this factor of material handled, it is clear that in the No. 1 and No. 2 Cold Strip Departments, there is a far greater number of units serviced and materials handled. In the No. 3 Cold Strip Department, the Finishing Stocker puts the material into the unit and the Finishing Hooker takes it out. It must be found that the factor of Responsibility for Material is properly coded considering the evaluation of this factor in the comparable job of Finishing Stocker and the disparity in the amounts of material handled between the Finishing Hooker as compared to the Crane Hooker in the No. 1 and No. 2 Cold Strip Department. Only a limited percentage of the product goes to the Finishing Units in the No. 3 Cold Strip Mill. Over four times as many tons are produced on the Hallden Shears in the same period in the No. 1 and No. 2 Departments as compared to the No. 3 Cold Strip Department.

With reference to the Factor of Maintenance of Operating Pace, the Arbitrator again must rule that the predominant consideration is the acceptance of the coding 2-B-2 for this work when it was performed by the Finishing Stocker. The significant evidence in this record is also that none of the top rated jobs in the same areas in the No. 3 Cold Strip Department have a Level 3 rating. The Finishing Hooker does not service any Level 3 units. The Grievants do not maintain the pace of any units.

AWARD

The grievance is denied. The factors of Responsibility for Maintenance of Operating Pace and Responsibility for Material Cost Control are properly coded.



Peter M. Kelliher

Dated at Chicago, Illinois

this 25 day of September 1961.